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CLASSIFICATION							
CONFIDENTIAL							
REFERENCE NUMBER			DATETIME GROUP	CITE	MESSAGE REFERENCE NUMBER		
STAFF				#BIS 2038			
TO: FBIS/OKINAWA. 4							
SUBJECT: FBN RETIREMENT 4							
25X1							
<p>1. A RECENT CABLE FROM OKINAWA REFERRED TO THE MATTER OF FBN RETIREMENT. UNFORTUNATELY A NOTICE WE DRAFTED ON THIS SUBJECT SEVERAL MONTHS AGO GOT MISPLACED BUT WILL NOW BE ISSUED. IT COVERS THE SUBJECT OF FBIS POLICY REGARDING RETIREMENT AGE FOR FN EMPLOYEES.</p>							
25X1							
<p>2. WITHOUT GOING INTO ALL ASPECTS OF THE NOTICE, AS IT APPLIES TO YOU BELIEVE THE FOLLOWING IS IMPORTANT:</p> <p>--FBIS WILL NORMALLY FOLLOW THE STATE DEPARTMENT PRACTICE OF IMPOSING A "MANDATORY" RETIREMENT AGE FOR FOREIGN NATIONAL EMPLOYEES BASED ON LOCAL LAW AND PREVAILING PRACTICE. EMPLOYEES UNDER CIVIL SERVICE RETIREMENT ARE AUTOMATICALLY WAIVED UNTIL THEY QUALIFY FOR AN ANNUITY. FURTHER, BUREAU CHIEFS CAN RECOMMEND THAT EMPLOYEES BE RETAINED AFTER NORMAL "MANDATORY" RETIREMENT AGE FOR OPERATIONAL REASONS, ONE YEAR AT A TIME, BY MAKING A RECOMMENDATION TO THE DIRECTOR, FBIS.</p>							
<p>DATE: 19SEP85 ORIG: UNIT: EXT:</p>							
RELEASING OFFICER			COORDINATING OFFICERS			AUTHENTICATING OFFICER	
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FBIS 20312

B--AS A RESULT OF CHANGING RETIREMENT AGE POLICIES OVER THE PAST FEW YEARS, SOME FBN EMPLOYEES HAVE BEEN LED TO ASSUME THEY WOULD BE ALLOWED TO CONTINUE ON ACTIVE SERVICE FOR A NUMBER OF YEARS PAST EMBASSY-SPECIFIED RETIREMENT AGE. D/FBIS ACKNOWLEDGES THAT EMPLOYEES SHOULD BE ABLE TO PLAN FOR RETIREMENT WITH AMPLE ADVANCE NOTICE AND THUS AUTHORITY IS GRANTED FOR FOREIGN NATIONALS WITHIN 5 YEARS OF MANDATORY RETIREMENT FROM THE DATE OF THE NOTICE BE GRANTED A FULL 5 YEARS CONTINUED SERVICE BEFORE "MANDATORY RETIREMENT." THE ADDITIONAL SERVICE IN THAT 5-YEAR PERIOD IS CONTINGENT ON BUREAU CERTIFICATION OF CONTINUED SATISFACTORY PERFORMANCE. THUS NONE OF YOUR FBN EMPLOYEES, GIVEN SATISFACTORY PERFORMANCE, WOULD HAVE TO

25X1 RETIRE IN THE NEXT 5 YEARS. [REDACTED]

3. YOU SHOULD BE RECEIVING COPIES OF THE NOTICE WITHIN A FEW WEEKS. I SUGGEST YOU ISSUE A BUREAU NOTICE MAKING THE PROVISIONS

25X1 CLEAR TO THE EMPLOYEES. [REDACTED]

3

2

1

25X1 DATE: 19 SEP 85

25X1 ORIG: D/FBIS
UNIT: [REDACTED]
EXT: [REDACTED]

Coord: c/AS

JOHN D. CHANDELLE, D/FBIS

RELEASING OFFICER

COORDINATING OFFICERS

AUTHENTICATING OFFICER

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